

## **Table Questions for Teacher Recruitment and Retention**

**NCSL Report Finding: "The top-performing countries have a rigorous set of criteria for determining a candidate's eligibility for teacher preparation, including an entrance exam that few pass."**

*What policies could the Legislature, the State Board of Education, local education agencies, or the higher education system put in place to provide for more selective recruitment for teachers?*

**NCSL Report Finding: "Most teacher preparation programs in top performing countries are based in prestigious research universities that are more selective and rigorous than U.S. programs"**

*What policies could the Legislature, the State Board of Education, local education agencies, or the higher education system put in place to provide for more rigorous preparation and licensure?*

**NCSL Report Finding: "Either during preparation or upon entering the teaching workforce, new teachers in high-performing countries are expected to serve apprenticeships with officially designated, well-trained master teachers."**

*What policies could the Legislature, the State Board of Education, local education agencies, or the higher education system put in place to provide for more thorough induction for new teachers?*

**NCSL Report Finding: "High-performing countries create a variety of roles for teachers in the schools so they can use their expertise to improve teaching and learning and, at the same time, offer an exciting career in education."**

*What policies could the Legislature, the State Board of Education, local education agencies, or the higher education system put in place to provide for more career ladders?*

**NCSL Report Finding: "High performing countries have redesigned their schools and the overall work environment to maximize the success of teachers and students."**

*What policies could the Legislature, the State Board of Education, local education agencies, or the higher education system put in place to provide for more a professional work environment?*

**NCSL Report Finding: "In high-performing countries, the school leader is highly trained and carefully selected."**

*What policies could the Legislature, the State Board of Education, local education agencies, or the higher education system put in place to provide for more highly trained and carefully selected school leaders?*

**NCSL Report Finding: "In high-performing countries, teachers are compensated more generously than American teachers, typically earning pay similar to that of senior civil servants and professionals such as engineers and accountants. They are expected to be the best in the world and are compensated accordingly."**

*What policies could the Legislature, the State Board of Education, local education agencies, or the higher education system put in place to provide for higher compensation for teachers?*

**NCSL Report Finding: "To guide and support effective teaching and learning, all of the top-performing countries have developed internationally benchmarked standards that specify what students should know and be able to do in language arts, mathematics, science and all required subjects in the curriculum."**

*What policies could the Legislature, the State Board of Education, local education agencies, or the higher education system put in place to provide for world-class instructional systems?*